



MISSOURI

Department of Corrections

2019 Version 1.0 (FY 2020 - July 1, 2019 through June 30, 2020)



ASPIRATION

We will improve lives for safer communities

THEMES

Safer work environment

Improving workforce

Reducing risk & recidivism

INITIATIVES

STAFF FOCUS

- Incorporate Incentives to Offender Tablets
- Implement Automated Time Keeping in Division of Adult Institutions
- Launch Probation & Parole Officers Safety Packages
- Complete Hostage Negotiation Training Partnership with Missouri State Highway Patrol
- Expand Offender Offering Alternatives Program
- Conduct Staffing Pattern & Shift Analysis
- Implement Pastoral Ministry Program
- Create policy and procedure to prepare for Riots
- Standardize Restrictive Housing Practices
- Implement new Offender Censorship Procedures
- Redesign the Offender Mail Policy and Procedures

WORKSITE FOCUS

- Develop Process for Identification & Tracking of Security Threat Groups
- Improve safety at Regional Offices/Training Centers and Central Office
- Create policy and procedure for Youthful Offender Unit
- Standardize Institutional Entry Practices

Enhanced Training Efforts

- Improve Training Academy Efficiency Efforts

STAFF FOCUS

- Improve Employee Wages & Incentives
- Begin Onboarding for Frontline Staff
- Implement Core COI Competencies
- Launch COI Apprenticeship Program
- Create Employee Wellness Program
- Complete mental health 1st Aid Training

CORRECTIONS BRAND FOCUS

- Complete analysis of Missouri Vocational Enterprises operations
- Develop Justice Reinvestment Initiative (JRI) Communications Strategy
- Create Program Assessment Formula

PRISON RELEASE FOCUS

- Enhance Transitional Housing Units to advance career placement
- Create policy and procedure for Difficult Discharge
- Create policy and procedure for Veterans Dorm
- Opioid Initiative: Expand Healthy Pregnancy Workshop Curriculum to include Opioid Information
- Implement format to share CIT Intervention Reports with P&P and Law Enforcement upon release
- Redesign Reentry Unit – Data Sharing and Report Responsibilities
- Conduct Assessment of Prison Program
- Implement the Offender Construction Crews

COMMUNITY SUPERVISION FOCUS

- Redesign the role of the Institutional Parole Officer

EVIDENCE BASED PRACTICE FOCUS

- Realign Case Management & Case Planning using an evidence based paradigm

PAROLE FOCUS

- Recreate parole release guidelines
- Develop Incentive for Early Release

Outcomes→ What we want to achieve – in bold

Practices→ How we will accomplish the outcome

alignment

Direction –A clear path of where we are headed, how to get there and what it means to you.

- Strategic Clarity – Our goals as a Department and how together we achieve them.
- Employee Involvement – Getting more employees involved by asking for input and feedback from all levels and at all stages of goal development and training.

Leadership – Using the best skills to help shape a better workplace and better performance.

- Supportive Leadership – Supervisors who create a positive workplace and who support and care about their employees.

Work Environment – A Department with clear values and beliefs that creates a safe and supportive place for everyone.

- Open and Trusting – A workplace that is honest, where employees know how things are supposed to run and are free to discuss issues with their supervisors.

execution

Accountability – Employees know their responsibilities and have the authority to perform their jobs.

- Role Clarity – Employees know exactly what is expected of them on the job.
- Personal Ownership – Employees have personal pride and ownership in what they do at work each day and know the consequences of not meeting expectations; employees who care.

Motivation – Supervisors should inspire employees to be the best they can be; create a workplace that encourages loyalty, a place where every employee wants to succeed and supports each other.

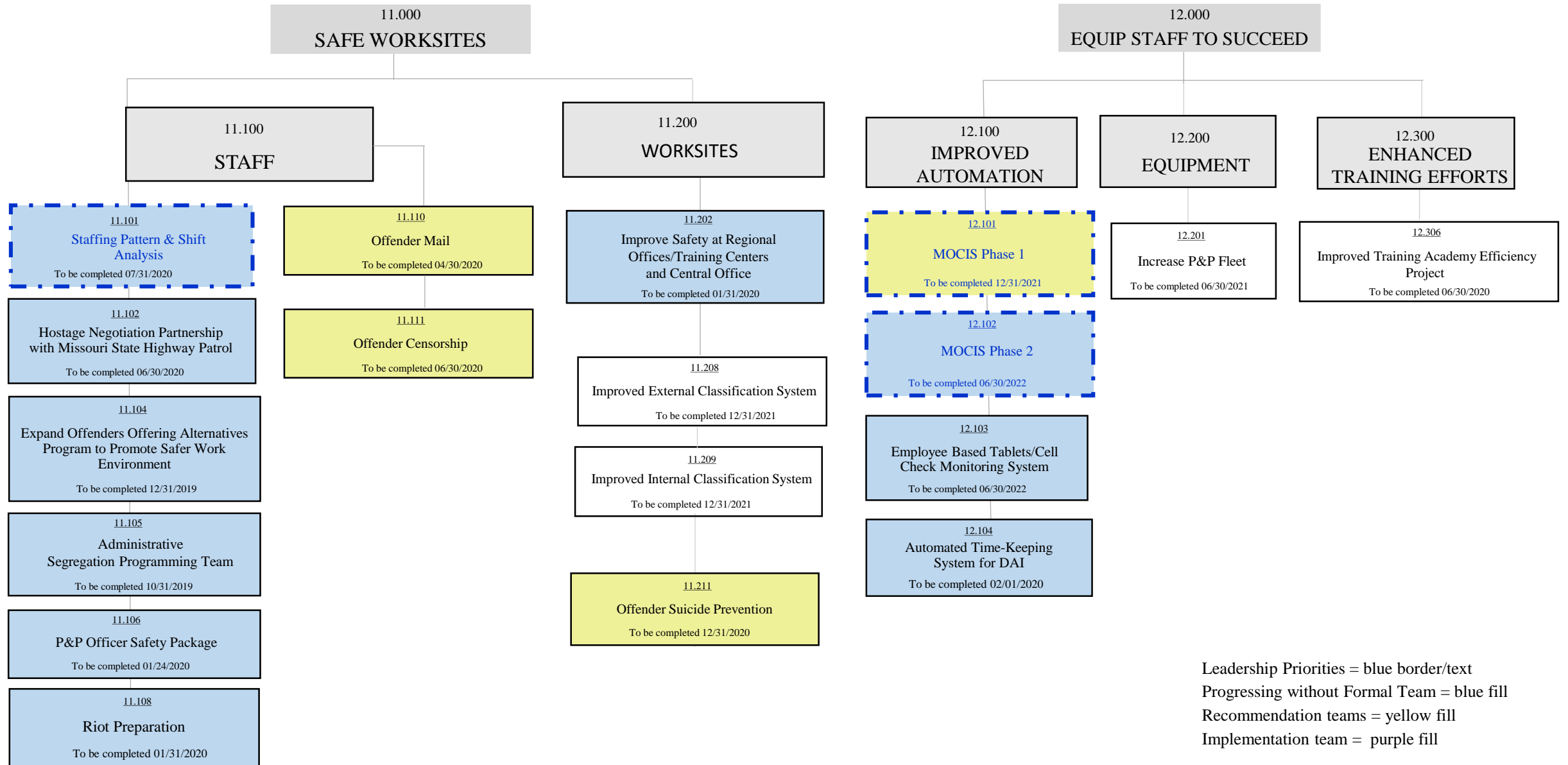
- Inspirational Leaders – Supervisors who encourage, support, guide and inspire employees.
- Rewards & Recognition – Supervisors recognize both publicly and privately an employee's work.

renewal

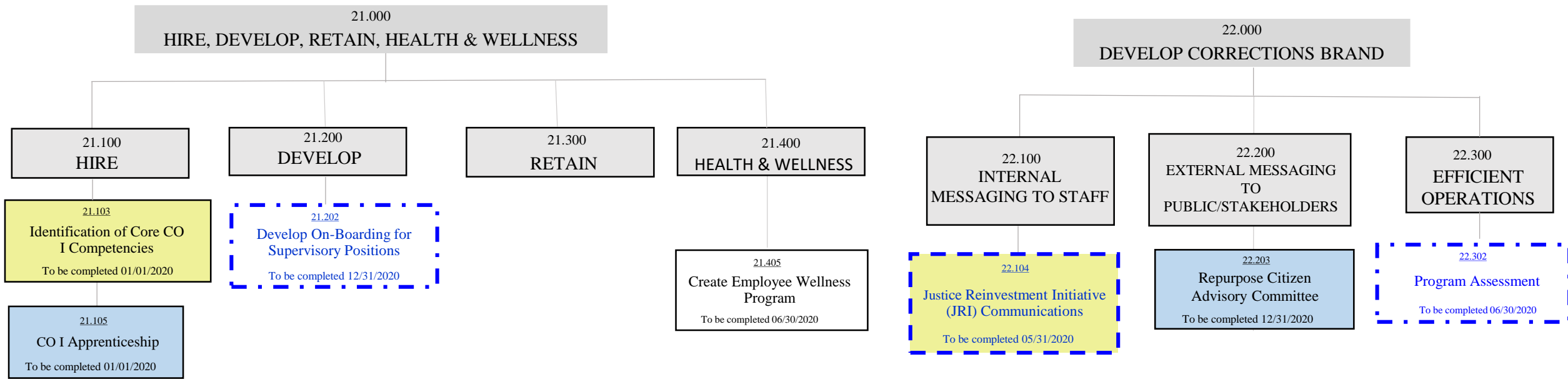
External Orientation –Educate and engage with external stakeholders (citizens, media, partners, and others).

- Citizen Focus – Focusing on safer communities and the impact for citizens; increasing Department awareness in our communities and partnering for success.

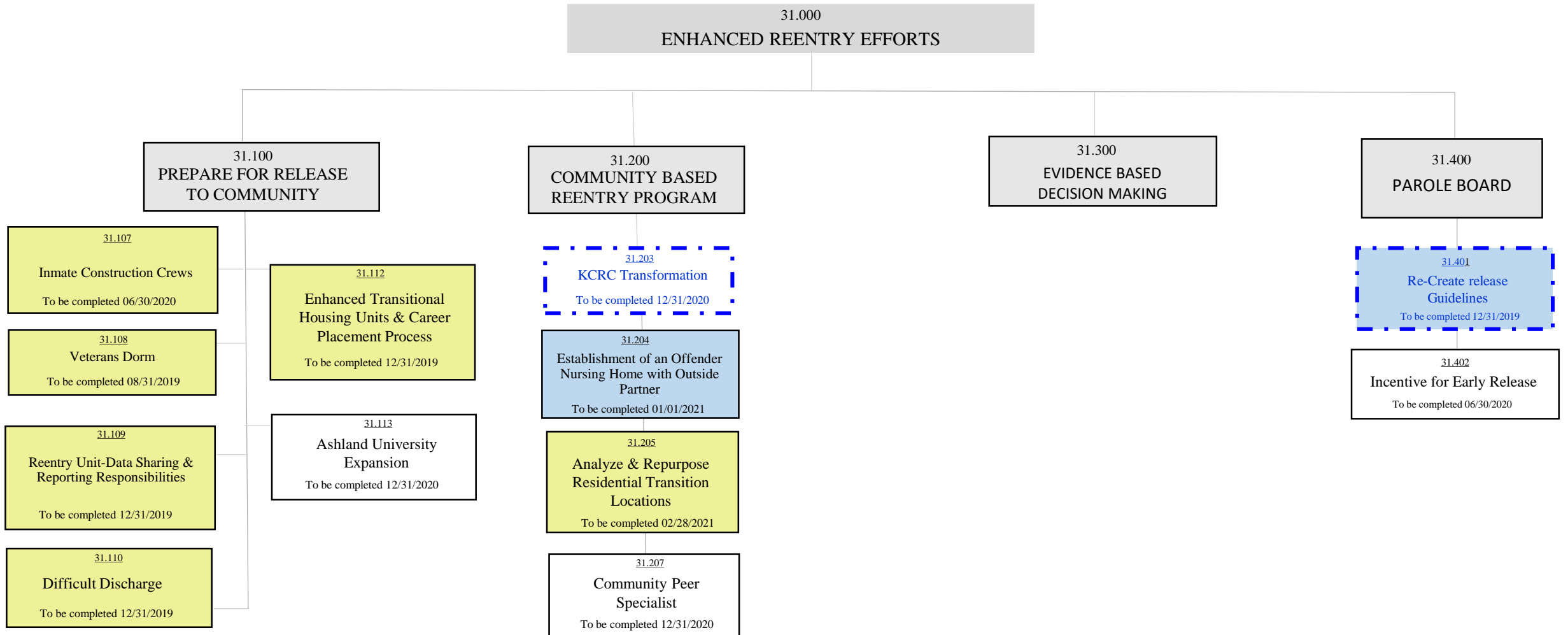
10.000
Safer Work Environment



20.000
Improving Workforce



30.000
Reducing Risk & Recidivism



Leadership Priorities = blue border/text
Progressing without Formal Team = blue fill
Recommendation teams = yellow fill
Implementation team = purple fill

COMPLETED INITIATIVES (Listed in Order of Completion) – Page 1

Safer Work Environment	Improving Workforce	Risk & Recidivism
11.109 Expansion of Crisis Intervention	21.101 Enhanced Recruitment Efforts	31.101 Culinary Arts Program at Cook Chill
11.201 Create a Work Environment Free from Harassment, Discrimination and/or Retaliation Through Education & Prevention	21.102 Expedited CO I Hiring Process	31.102 Expand Higher Education at CCC
11.205 Opioid Initiative: Equip P&P Officers with NARCAN	21.104 Identification of Core PO I Competencies	31.103 Offender Jobs Partnership with Agriculture Community
11.206 Information Sharing with Law Enforcement	21.201 The Corrections Way (Enhanced Supervisory Training)	31.105 Opioid Initiative: Educate Offenders on Risks/Dangers of Opioids
12.301 Opioid Initiative – Educate Staff on Opioids	21.205 Mediation Training	31.106 Wastewater Treatment Program/Partnership with DNR
12.302 Fetal Alcohol Syndrome	21.302 Sustain the Corrections Way Supervisory Training	31.201 SLCRC Transformation
12.305 Traumatic Brain Injury	21.401 Staff Suicide Prevention Efforts	31.202 CSC Transformation
11.207 Identification & Tracking of Security Threat Groups	21.403 Improved Employee Wellness Efforts	31.206 Opioid Initiative: Community-Based
11.103 Pastoral Ministry Program	21.404 Transition to Tobacco Free	31.301 Identify & Obtain One Validated Assessment Tool
11.107 Incentive Based Offender Tablets to Promote Safer Work Environment	22.101 Messaging to Staff	31.302 Analyze Cognitive Based Programming to Determine Best Programming Available
11.203 P&P Office & facility Safety Improvements	22.103 Employee Newsletter	31.403 Medical Parole
11.204 Consistent Entry Practices to DAI Facilities	22.201 Media Education Positive Stories	31.301 Identify & Obtain One Validated Assessment Tool
11.210 Youthful Offender Unit	22.202 Social Media	31.304 Risk Assessment & Case Plan Automation
	22.301 Analysis for Efficiencies in MVE Operation	31.303 Case Management/Case Planning

COMPLETED INITIATIVES (Listed in Order of Completion) – Page 2

Safer Work Environment	Improving Workforce	Risk & Recidivism
	21.301 Employee Wage, Benefits & Incentives	31.107 Inmate Construction Crews
	21.203 Develop On-Boarding for Frontline Staff	31.208 Review Role of Institutional Parole Officer
	21.402 Mental Health First Aid	31.104 Opioid Initiative: Expand Healthy Pregnancy Workshop Curriculum to Include Opioid Information
		31.111 CIT Intervention Reports Shared with P&P and Law Enforcement Upon Release